

**Human Right Commission  
November 3, 2009 Meeting Minutes**

**Members Present:** Mary Bixby, Negar Jackson, Jessica Macy, Thomas O'Toole, Mark Thomas, Marissa Todd

**Members Excused:** Al Terrill

**Staff Present:** Steve Hollis, Marie Glaze, Shawna Victor, Fred Boeckmann

**Others Present:**

- I. **Call to Order/Introductions:** The meeting was called to order at 5:36 p.m. The commissioners made introductions.
- II. **Approval of Agenda:** Bixby moved to approve the agenda. The motion was seconded by Macy and passed unanimously.
- III. **Approval of September 1, 2009 meeting minutes:** Bixby moved to approve the September 1, 2009 meeting minutes. The motion was seconded by Jackson and passed unanimously.

**IV. FY2010 Human Rights Enhancement Program (HREP) Allocations**

- a. **Review and Discussion of FY2010 HREP Proposals:** Hollis said two proposals were received this year. In previous years, the commission has conducted a separate meeting for the organization hearings and preliminary funding recommendations, then an additional hearing for finalizing funding recommendations.

Hollis noted the commission should also consider what should be done with the remaining funds, as the two proposals received are less than the amount allocated by City Council. There was discussion about changing the funding process to allow for allocations for other proposals in the future.

Hollis said there was a change with Columbia Public Schools regarding how grant applications are approved by their board. This prevented at least one proposal from being submitted.

Thomas said the first proposal is from Parkade Elementary PTA for "Celebrate the Dream". This is a long standing program and has received HREP funding in the past. Hollis said the only issues staff noted with the proposal were the performance measures were changed and Parkade Elementary PTA will need to submit their 501(c) 3 declaration from the IRS. The commission can make a final funding recommendation contingent upon these two items being addressed.

Hollis said the Mid-Missouri Center Project's proposal is for the purchase of scholarships to the Heartland Men's Chorus performance event. The only issue with this proposal is that they will need to submit budgets which include budget information for the Center Project, not just the program.

Bixby said she had questions regarding The Center Project's proposal such as possibly moving the event to a weekend to have a larger audience.

Hollis noted The Center Project focuses on LGBTQ issues but this is really a broad civil rights program.

Thomas said “Celebrate the Dream” is a long standing program for those at a very impressionable age. He will recommend fully funding their request. He also likes The Center Project’s proposal. It is educational in both human and civil rights. He will recommend only partial funding for this program, \$700 which would fund 100 scholarships.

Macy asked what would happen if Parkade Elementary PTA does not have a 501(c) 3. Hollis said it would be ok. The City contracts with several types of vendors and is not limited to contracting with non-profit vendors. The City could contract with a for-profit company even for the HREP funding. As long as the contractor is able to receive funding and perform the services contracted for, then it is ok.

Jackson said the application notes the PTA is a 501(c) 3. Hollis said he believes they are. The City does not require a 501(c) 3 for Social Service funding or Human Rights Enhancement Funding. The City contracts with who it believes can best provide the services.

Thomas noted the University is not a 501(c) 3 but they contract with the City for numerous projects.

Todd noted she would also like to ask The Center Project about their plan for distributing the tickets. They have indicated in their proposal that Voluntary Action Center will distribute the tickets but they have not contacted VAC about this. VAC’s executive director does not believe VAC would reach the intended audience. She believes the schools would be a better place for distribution.

Bixby said she has a question regarding their promotion of this event and the ticket distribution. Also, she wondered if the seating would be open or assigned.

Thomas said he likes the aspect of having a built-in curriculum component for the program. Hollis said they will likely need to partner with a youth program or school to administer the pre and post-test. This would be a great opportunity to partner with the Civil Rights program at West Boulevard Elementary.

## **V. New Business**

- a. Human Rights Enhancement Program Funding and Process:** Thomas asked if the commission is open to the idea of changing the RFP process to allow for proposal to be submitted throughout the year. Bixby, Jackson and Todd agreed to the idea.

Todd noted she believes it is difficult for organizations to think of an event a year in advance. She believes this will allow for additional options for organizations.

Bixby asked if staff is thinking of doing a open funding cycle instead of having an annual process. Hollis said he would like to change this process to a process similar to the Cultural Affairs Commission’s small dollar allocations process. It would be a “first come, first serve” awarding. Cultural Affairs Commission does have a \$500 cap on their funding allocations, which may be an aspect the commission would want to consider.

Also, Cultural Affairs staff submits a resolution to City Council that empowers the City Manager to approve the contracts due to the small dollar amount. This change could be made for the balance of 2010 HREP funding by adding language to the resolution that would go to Council with funding recommendations for these two programs.

Hollis said there could be a monthly deadline, such as the 15<sup>th</sup> of each month, for applications. Staff would review the applications and mail them to the commission with a staff summary of the proposal in their monthly mailing. There could be a standing item on the agenda for funding proposals. Hollis said he would also like to simplify the application.

Thomas moved that pursuant to the approval of funding of the two proposals received this evening, that the commission work with staff on making changes to the Human Rights Enhancement Program funding process for future funding and for the remaining FY2010 funding. The motion was seconded by Jackson and passed unanimously.

Hollis said he will include information in the weekly Human Rights Update e-mail regarding the change, the availability of funding and when the funds are depleted. He will also continue to do more targeted e-mails to organizations who have applied for funding in the past.

Thomas asked if the remaining funding could be utilized for a commission sponsored event. Hollis said the funding is in miscellaneous contractual so any spending outside of that area would have to be approved by Council as the budget would need be amended.

## **VI. Old Business**

### **a. W.K. Kellogg Foundation Grant: “Field Building and Developing the Capacity for Sustainability of Community-Based Racial Healing & Racial Equity Efforts”:**

Thomas said the University has submitted a grant application to the W.K. Kellogg Foundation for community work that is centered on the themes of racial healing. The proposal guidelines call for the promotion of racial healing, mitigation of the effects of structural racism, and help to eliminate institutionalized structural racism. The University will hear by November 15, 2009 if they are able to move to the next step of the process.

Thomas said Kellogg previously awarded grants like this and the belief is they are “testing the waters” to see if there is current interest from communities.

Thomas will have an update at the December meeting.

The commission recessed at 6:15 p.m.

The commission reconvened at 6:30 p.m.

## **VII. FY2010 HREP Allocations**

### **a. Applicant Organizational Hearings**

- i. Parkade Elementary School PTA:* Sky Jimenez was present on behalf of this organization. Jimenez said this will be the 16<sup>th</sup> year for this program. It was started by herself and Cheryl Laws as a result of a survey of junior high and high school student who did not believe there were any African-American professionals or business owners in the community. This program is for all 5<sup>th</sup> grade students at Parkade Elementary School. The students are paired with African-American professionals to help broaden their ideas of what type of

career they can have when they get older. Some mentors continue their relationship with the children after the program.

The children go through an eight week program to teach them manners, how to shake hands, how to dress, how to conduct an interview, and table manners.

After the shadowing program, the children give an oral report to their class. At a later date, the children and mentors attend a luncheon at Columbia College.

This year volunteer drivers cannot be utilized. Jimenez was able to rent vans from the high schools for three days to transport the children to their mentoring sites. Also, mentors will have to go through background checks.

Jackson asked if the mentors are only African American. Jimenez said yes because the program is conducted in honor of Black History Month.

Jackson if asked the program would be expanded to other ethnicities. Jimenez said she would like to but it will have to be done by someone else as she just does not have the additional time. She noted she does have an intern and he's doing a wonderful job learning the program.

Jimenez said she is always recruiting new mentors. She is looking for more mentors in the arts.

The "Celebrate the Dream" video was shown to the commission.

Jimenez noted the program has received funding from this commission and the Parkade PTA. The program will not be receiving funding this year from the PTA as there was a miscommunication last year and the funding was not put in their budget.

- ii. *Mid-Missouri Center Project:* Carol Snively, Board President and Stacey Snow, volunteer and former board member, were present on behalf of this organization. Snow said the Heartland Men's Chorus was formed in 1986, and is based in Kansas City. Their vision is to "enlighten, inspire, heal, and empower through innovative, relevant programming with choral music". As part of the Heartland Men's Chorus' outreach mission, they have created a performance "And Justice for All". This is a 90 minute musical documentary that examines the struggles of civil rights through music and also includes narrative and multi-media.

This event will provide an opportunity for the community in which many different social justice issues are brought together.

A clip from last year's "And Justice for All" performance was shown to the commission.

Snively said The Center Project is Mid-Missouri's first and only Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning Community Center. Doors opened May 9, 2009 after six years of preparing to become a non-profit and conducting fundraising to have their own facility. This event will be a fundraiser for The Center Project.

Their request to the Human Rights Commission is for scholarships for the event. They would like to be able to offer 75 to 100 scholarships for the event. This event will happen whether the commission allocates funding or not. Other tickets will be sold to the public.

Snively said they believe this event will be helpful for youth because it celebrates the culture of many of the youth in the community and also it will provide exposure to other groups and populations. Research shows that exposure to groups that are “different” allows the expansion of understanding of those groups and creates greater tolerance and acceptance.

They are requesting scholarships for 75 youth and their accompanying parent or guardian. They would like to recruit youth from Columbia Public Schools middle and high schools, Big Brothers/Big Sisters, and other youth organizations in Columbia. They will have those organizations distribute the scholarship tickets.

Bixby asked if it would be open seating. Snively stated that is correct. There would be a reserved section for the scholarship ticket holders.

Bixby asked if this would be promoted in the schools. Snow said that is correct and tickets will be distributed to the middle, junior high and high schools. They would like to utilize Columbia Public Schools or social service organizations in the community. The Heartland Men’s Chorus has developed a curriculum that teachers can utilize in conjunction with the event.

Bixby asked how this event will be marketed to the public. Snow said they are working on securing sponsorship with media outlets. KBIA has already agreed to be a sponsor. They will also purchase advertising for the event, if needed, and they will distribute information through The Center Project’s mailing list and other partner organizations.

Bixby asked if the event has to be on Wednesday, February 10, a school night. Snively said this date was set by Heartland Men’s Chorus set up with the Missouri Theatre. They believe this event being on a school night is a benefit as the children can go back to school the next day to discuss their thoughts and feelings.

Bixby asked how many seats are in Missouri Theatre. Snively said there are 1,215. Snow said they have to fill 750-1,000, with 15 to 20% of those seats being youth and accompanying guardian.

Bixby asked if there will be any vendors in the lobby. Snow said they are in discussions with corporate sponsors but not as vendors.

Todd asked if CPS does not want to utilize the curriculum provided, how they will track their performance measures. Snively said they will be able to track who obtained the tickets and they will be doing a pre and post test based on the knowledge of the Civil Rights Movement of those who attend. The curriculum is an additional piece that can be used to expand the learning. They have contacted CPS and other social service agencies.

Snow noted this is a fundraiser for The Center Project and they are requesting funding so they are able to give away free tickets.

Thomas said their proposal is very well written.

Hollis noted The Center Project will need to submit revised budgets containing budget information for the Center Project and if funding recommendations are made for the proposal they would be contingent upon receiving that information.

Snively noted this event is about intersecting communities and will bring in something new to the community.

**b. Discussion and Finalization of HREP Preliminary Funding Recommendations:**

Macy said both proposals were very well written. She supports fully funding Parkade PTA's proposal and partially funding The Center Project's proposal.

Todd agreed with Macy's funding suggestion.

O'Toole said he believes both organizations made good presentations.

Jackson agreed with Macy and Todd.

Macy moved to allocate \$600 to Parkade Elementary PTA for the "Celebrate the Dream" project contingent upon the following being submitted to staff by November 20, 2009:

- Revised performance measures.
- A copy of the organization's 501(c) 3 tax status determination letter.

The motion was seconded by Jackson and passed unanimously.

Bixby moved to allocate \$700 to Mid-Missouri Center Project's "And Justice for All" Concert by the Heartland Men's Chorus contingent upon the following being submitted to staff by November 20, 2009:

- Revised Total Program Budget form and Detailed Program Expenses form which include total organization budget information for the Center Project.

The motion was seconded by Jackson and passed unanimously.

Thomas moved to accept the preliminary funding recommendations as voted on. The motion was seconded by Bixby and passed unanimously.

**c. Public Hearing Regarding FY2010 HREP Preliminary Funding Recommendations:**

Thomas opened the public hearing.

Thomas thanked the applicants for their work and believes both projects are worthwhile.

There was no public comment.

Thomas closed the public hearing.

**d. Discussion and Finalization of FY2010 HREP Final Funding Recommendations:**

Thomas moved to approve the following FY2010 Human Rights Enhancement Funding final recommendations:

- Parkade Elementary PTA's "Celebrate the Dream" in the amount of \$600 contingent upon the receipt of revised performance measures and a copy of the organizations 501(c)3 tax status determination letter
- Mid-Missouri Center Project's "And Justice for All" Concert by Heartland Men's Chorus event in the amount of \$700 contingent upon the receipt of revised budget forms including budget information for the total organization.

The motion was seconded by Jackson and passed unanimously.

**VIII. Old Business**

**a. Appointment of Human Rights Commissioner to the Citizens Police Review**

**Board:** Thomas said this is a one year appointment. The appointee will participate in the training along with the other appointees.

Jackson asked if this could be a shared appointment. Boeckmann said it has to be one commissioner.

Jackson said she was worried about the amount of time that would be devoted to the Board. Boeckmann said there will be monthly meetings but there will be initial training and possible additional meetings to deal with any complaints filed.

Bixby asked when the Board will begin their work. Boeckmann said Council appointed the other eight members last night. Letters will be mailed out with the ordinance and requests for availability for training and monthly meetings.

Boeckmann said January 1, 2010 is when complaints may be filed and reviewed by the Board.

Thomas opened the floor for nominations.

Todd nominated Thomas, as Thomas has expressed interest in this Board and has put in a lot of work to move this issue forward.

Thomas thanked Todd for the nomination. He truly believes in this position and the Board but believes there is another commissioner who has expressed interest and has the time to devote to the Board.

Thomas nominated Bixby to the Citizens Police Review Board. The motion was seconded by Jackson.

Bixby said she has put a lot of thought in to this and believes she is suited for this position. She has the time to devote to the Board.

The motion passed unanimously.

**IX. New Business**

**a. Request from Services for Independent Living to modify FY2009 HREP**

**Agreement:** Mark Ohrenberg, Services for Independent Living, was present on behalf of this organization.



Hollis said Services for Independent Living (SIL) received FY09 HREP funding for their proposal to train trainers for the SibShops program, which is for people who have siblings with disabilities to help them understand the role of persons with disabilities in the community and to create potential advocates for those with disabilities. Ohrenberg had contacted Hollis requesting the trainings be delayed. After some research, they learned it was not affordable to bring the trainer here. SIL has proposed to change the service to provide workshops instead of training the trainer. There are already a few people in the community that have been trained as SibShop trainers.

Hollis contacted Thomas to see how he would like the commission to proceed and a decision was made to have SIL submit a revised proposal.

Ohrenberg said SIL did not raise enough funds to bring the SibShop trainer to Columbia so SIL decided having the SibShop workshop would be the next best utilization of the funds. They want to provide workshops for children with disabilities and their siblings without disabilities. They will provide time for each to speak separately but then bring them together for a discussion.

There will be two workshops: 6-9 year olds and 10-13 year olds. Ohrenberg is hoping for 20 participants in the workshops. The workshops will take place from 9:00 a.m. to 12:00 p.m. and will utilize volunteers from UMKC. The goal of the workshops is to enhance relationships for siblings with and without disabilities. Ohrenberg said his own sister did not understand why his parents gave him more attention and at that time she did not think was fair.

Ohrenberg said SIL hopes the siblings with and without disabilities will also then be more active in the community.

Thomas said the program's goals are the same but are taking a different approach. Ohrenberg said that was correct.

Jackson asked if they have a group of kids in mind for the workshops. Ohrenberg said they do but they would also like to recruit a few more.

Bixby said she remembers the proposal from last year and is ok with the changes.

Thomas moved to accept the modified FY09 Human Rights Enhancement Program Funding request for SibShops workshops from Services for Independent Living. The motion was seconded by Bixby and passed unanimously.

Jackson excused herself from the meeting.

## **X. Staff Reports**

- a. Community Services:** Hollis said he will forward the funding recommendations to Council and then begin working on the changes to the HREP process. He will try to have a draft of the new HREP process for the commission to review at the December meeting.

Staff has been working on the Columbia Values Diversity Celebration. The theme is "Everyone Counts!" to coincide with the Census.



Hollis said staff will be working with the Census Bureau on traditionally undercounted populations such as homeless persons, minority groups, immigrants and students.

- b. Law Department:** Boeckmann said Council appointed members of the Citizens Police Review Board at their meeting last night.
- c. Human Rights Specialist:** Glaze said she was scheduled to meet with the Executive Director of the Lincoln, Nebraska Commission on Human Rights on October 8 but he was delayed in getting to town because of the weather and they were unable to meet.

Glaze also attended a training in Jeff City to be provided by the Missouri Commission on Human Rights but the training did not occur as that staff member was out sick.

Glaze did meet with staff at Refugee and Immigration Services on October 23. She shared information regarding the Human Rights Ordinance

She also attended the MU Difficult Dialogues program, which was part two of a three part series. The attendance was a good ethnic and racial mix. There were five speakers and then they broke into small discussion groups.

On Thursday she will attend the Hate Crimes Symposium at the Progressive Baptist Church. Bill Whitcomb, Department of Justice, and his FBI partner will be there.

There was discussion regarding the refugee and immigration population in the community and the impact on the school system.

- XI. Public Comment:** There was no public comment.
- XII. Commissioner Comment:** There were no Commissioner comments.
- XIII. Closed Session to Discuss Pending Cases Pursuant to Section 610.021(1) RSMo.:** Thomas moved to to move to closed session to discuss pending cases pursuant to Section 610.021 (1) RSMo. The motion was seconded by Bixby and a roll call vote was taken. Bixby called the roll with the following vote: Bixby – Aye, Macy – Aye, O'Toole – Aye, Thomas – Aye, Todd – Aye.
- XIV. Adjournment:** the meeting adjourned at 8:00 p.m.

Respectfully Submitted,  
Steve Hollis, Manager  
Office of Community Services